

The context, opportunities and challenges of the role

The Diocese of Oxford is a network of more than a thousand churches, chaplaincies and schools across the three counties of Berkshire, Buckinghamshire and Oxfordshire. More than 2.4 million people live in the Diocese and this number is set to rise by up to half a million over the next decade.

The vision of the Diocese is to be *a more Christ-like Church for the sake of God's world: more contemplative, more compassionate and more courageous*. Our *common vision* expresses our commitment to be good stewards of the environment; to serve and be advocates for the disadvantaged; to enable everyday faith; to see children, young people and adults come to faith and grow in faith; to plant and grow new churches and congregations; to reimagine the church-school relationship in every place; and to serve and bless our fastest growing town, Milton Keynes.

The Diocese currently has 390 stipendiary clergy who are parish-based working alongside a further 232 SSMs or House for Duty priests, 209 LLMs and around 100 chaplains in hospitals, prisons, schools, universities and the Armed Forces. We currently have 90 curates in title posts and IME2 and 71 ordinands in IME 1. This includes 15 ordinands and 27 LLMs training on the Oxford Ministry Pathway, for which we are directly responsible.

We believe that 'ministry' is the vocation of the whole church. Clergy and lay ministers are called to equip God's people to serve him not only in and through the local church but in their places of work and daily life. We believe that the Church of England which is emerging will need a more intentionally diverse ministry in terms of gender, ethnicity, sexuality, ability and educational background reflecting the diversity of the diocese and the world we seek to serve.

We are seeking the right person to work collaboratively with others in supporting the Diocese to:

- increase minority-ethnic participation and representation at all levels of the Church;
- encourage minority-ethnic people to explore vocations and to enable the development of existing ministries;
- build enabling networks of minority-ethnic people across the diocese;
- broaden the diocese's understanding of the experience and perspectives of minority-ethnic people;
- challenge and change discrimination and prejudice.

This is a new role in the Department and the Diocese. During the first 12 months, the postholder, working with other colleagues across departments, will have a significant opportunity to shape the inclusion agenda and be a key resource to the Diocese.